



*Interim Study*

**Labor Participation Rate & Workforce Development**

*Senator Carri Hicks*

# Goal



*To identify what is preventing folks on the sidelines from participating in the workforce & what resources they need to succeed*

## Speakers



**Allison Garrett**

Chancellor of the OK  
System of Higher Ed

**Trae Rahill**

CEO of the OESC

**Brent Haken**

CareerTech  
State Director

**Deborah Copeland**

Executive Director of the  
Dale Rogers Training Center

**Carrie Williams**

CEO of the OPSR

**Drew Dugan**

VP of Education for the  
Greater OKC Chamber

# Workforce - Educational Needs

*Oklahoma State Regents for Higher Education*

 By 2027, 70% of jobs will require education or training beyond high school

- A recent study from Burning Glass found that although online job postings show fewer degree requirements, the share of college graduates actually hired is increasing across numerous occupation groups

 **Workforce Education Requirements by 2027:**

Postsecondary  
Ed. or Training

**70%**

HS Diploma or  
No Formal Ed.

**30%**



**Allison Garrett**  
OK System of  
Higher Ed  
Chancellor

Source: Unlocking Career Success, an initiative of the U.S. Departments of Education, Labor, and Commerce

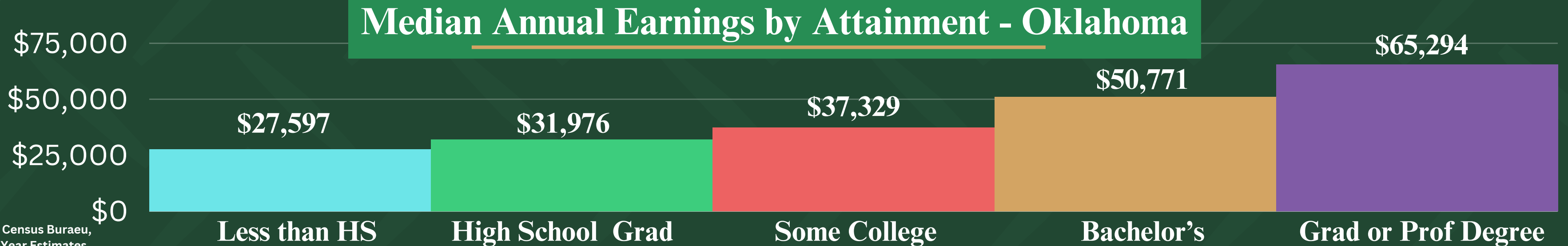
# Oklahoma's Workforce Needs

## 2023

- Over the last year, 56% of job postings from Oklahoma's top 20 largest employers required an associate degree or higher
- The median wage for job postings requiring an associate's degree or higher is \$30,400 higher than that for those requiring only a high school diploma

## By 2030

- More than half of Oklahoma's 100 critical occupations will require an associate degree or higher
- The top 29 highest-paying critical occupations will require an associate degree or higher
- All of the top 10 highest-paying critical occupations will require a bachelor's degree or higher
- 8 of the top 10 critical occupations with the highest growth will require an associates or higher

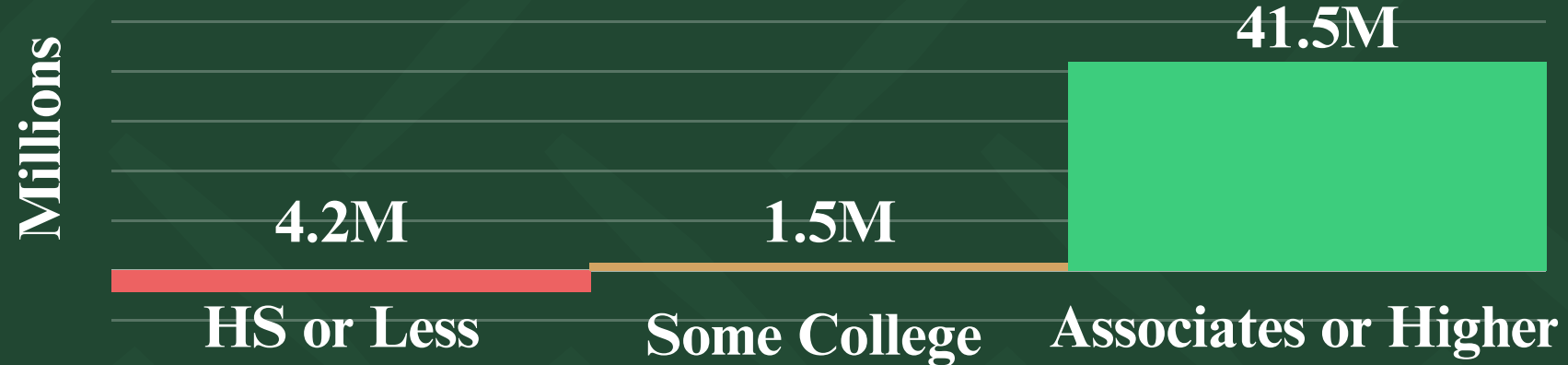


SOURCE: US Census Bureau, 2021 ACS 1-Year Estimates



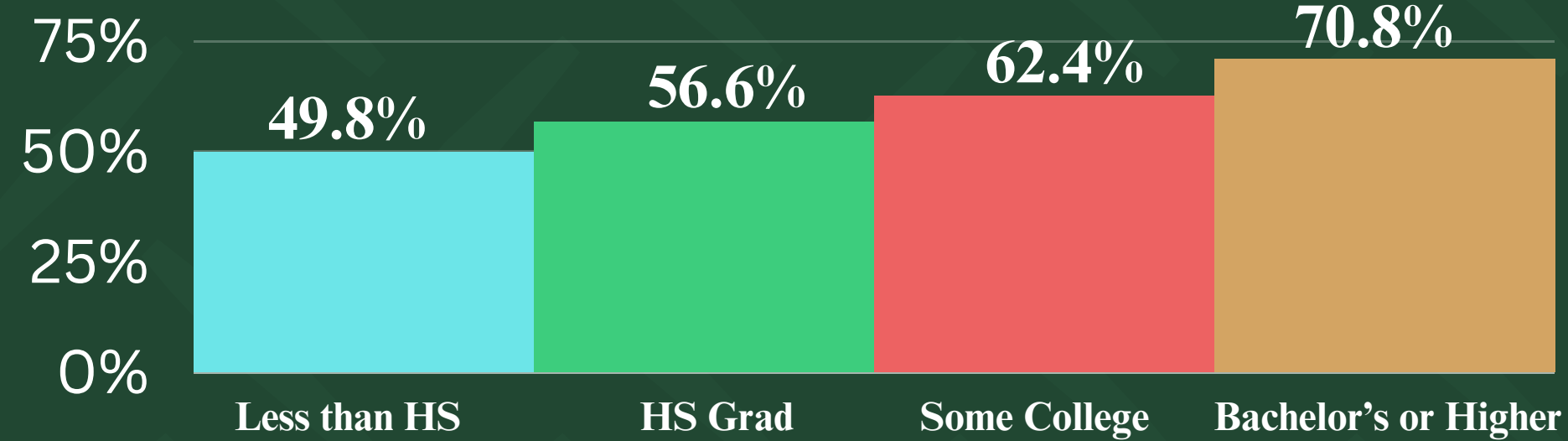
# By the Numbers

## U.S. Employment Change by Major-Group Ed Attainment 25+ Years of Age, from 1992-2022



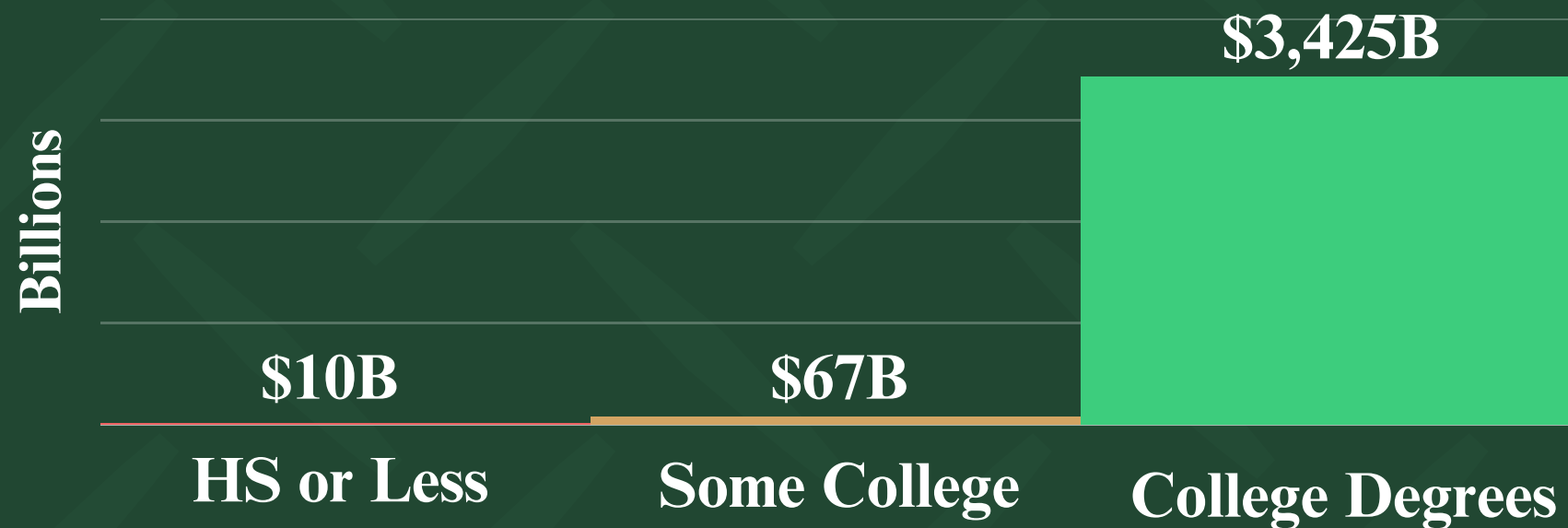
SOURCE: Robert C. Dauffenbach, Professor Emeritus, OU Price College of Business.

## Oklahoma Labor Force Participation Rates



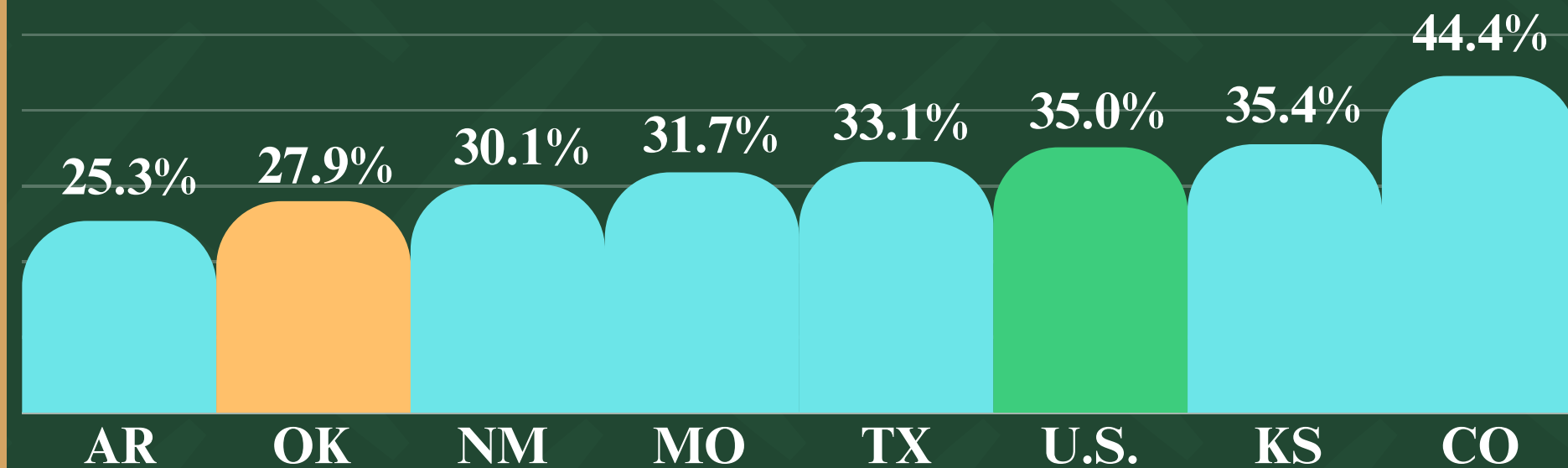
SOURCE: Oklahoma Employment Security Commission - Employment status of the civilian non-institutional population 25 years and over by educational attainment, October 2021 - September 2022 (based on CPS)

## Real Earnings Change by Major Group Ed. Attainment: 19+ Years of Age, From 1994-2020



SOURCE: Robert C. Dauffenbach, Professor Emeritus, OU Price College of Business.

## Attainment - Regional Comparison % With Bachelor's Degree or Higher



SOURCE: US Census Bureau, 2021 ACS 1-Year Estimates

# Current Initiatives

## Blueprint 2030: Strategic Plan for Tomorrow's Workforce



Produce Workforce Ready Graduates



Grow the Student Pipeline



Focus on Student Success



Improve System Efficiency & Effectiveness



### Micro-Credentials: UpSkillOK



**250+**  
Programs

**23**  
Campuses

- UpSkillOK brings together Employers, Learners, & Higher Ed Institutions through career-ready micro-credential and certificate programs

**90+**  
Industry  
Partnerships



3 years of targeted investments in STEM Workforce by the State Regents

Oklahoma Statewide Nursing Advisory Group, Fast-track Programs, and Public/Private Partnerships



Teacher Education (Inspired to Teach, Oklahoma Teacher Connection, ARPA funding)

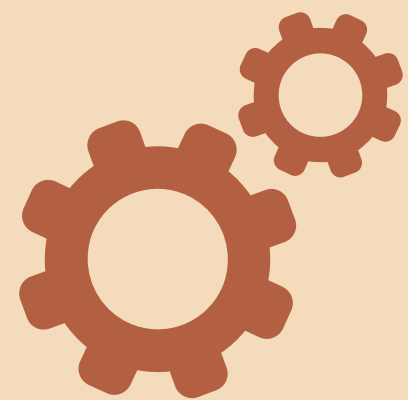
# State Regents 2024 Legislative Agenda

*OSRHE*



## Oklahoma's Promise

### Adult Degree Completion



### Grow OK STEM Workforce



### Concurrent Enrollment



# Employment Definitions

## *Oklahoma Employment Security Commission*



- ⚙️ **Labor force:** all people age 16 and older that are working or actively looking for work
- ⚙️ **Labor force participation rate:** percentage of all civilians eligible for work that are working or actively looking for work
  - **Calculation:**  $(\text{Labor Force} \div \text{Civ NonInst Pop}) \times 100$
- ⚙️ **People are considered employed if they meet any of the following criteria:**
  - Worked at least **1 hour** as a paid employee
  - Worked at least **1 hour** in their own business, profession, trade, or farm
  - Were working but temporarily absent from their job, business, or farm
  - Worked without pay for a min. of **15 hours** in a business owned by a family member

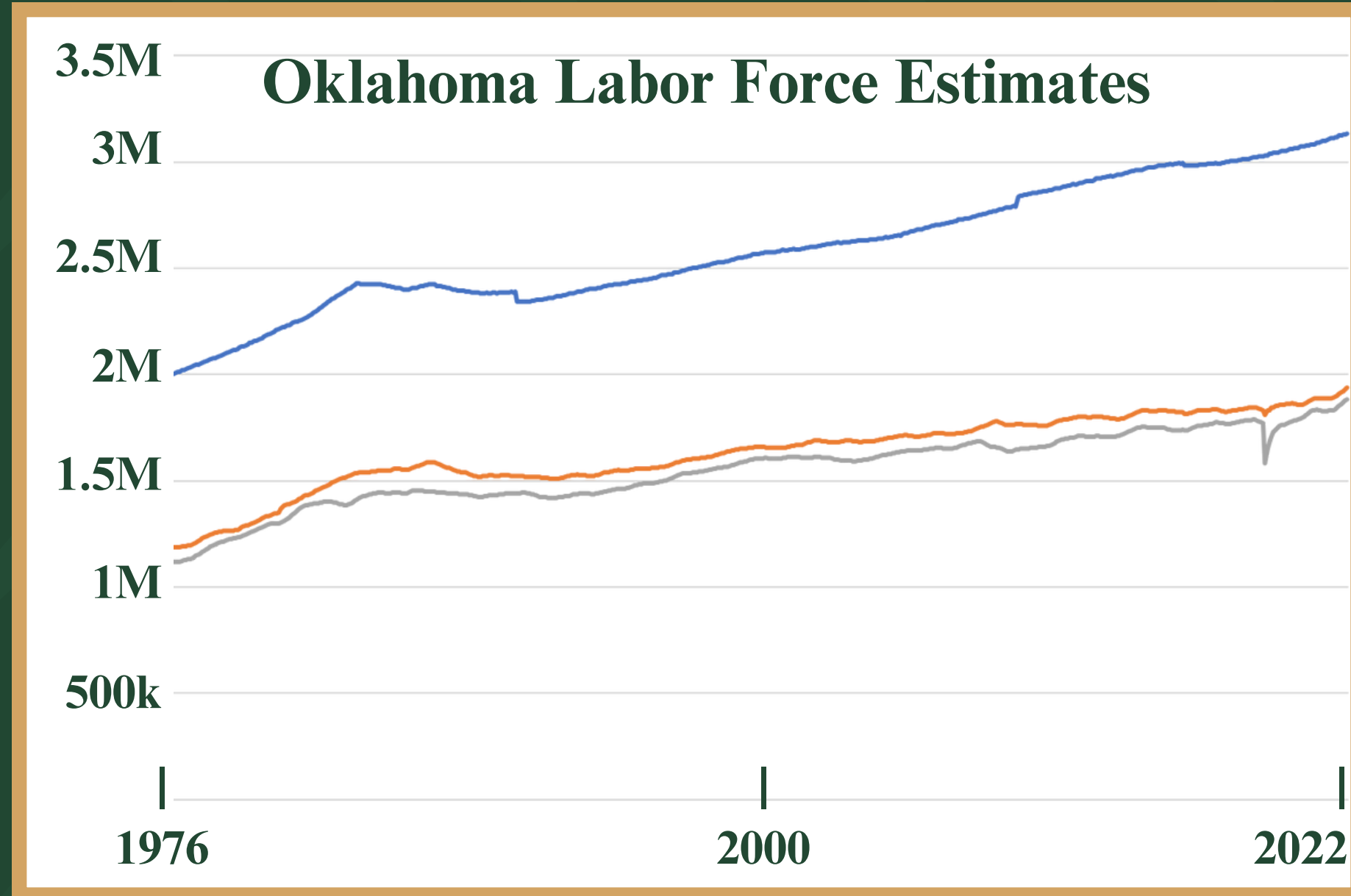


# Who is “Unemployed?”

*Oklahoma Employment Security Commission*

 People are classified as unemployed if they meet all of the following criteria

- They were not employed, or temporarily unavailable due to illness, during the CPS.
- They made at least one specific, active effort to find a job (even if waiting to start a job) during the 4-week CPS period OR were temporarily laid off

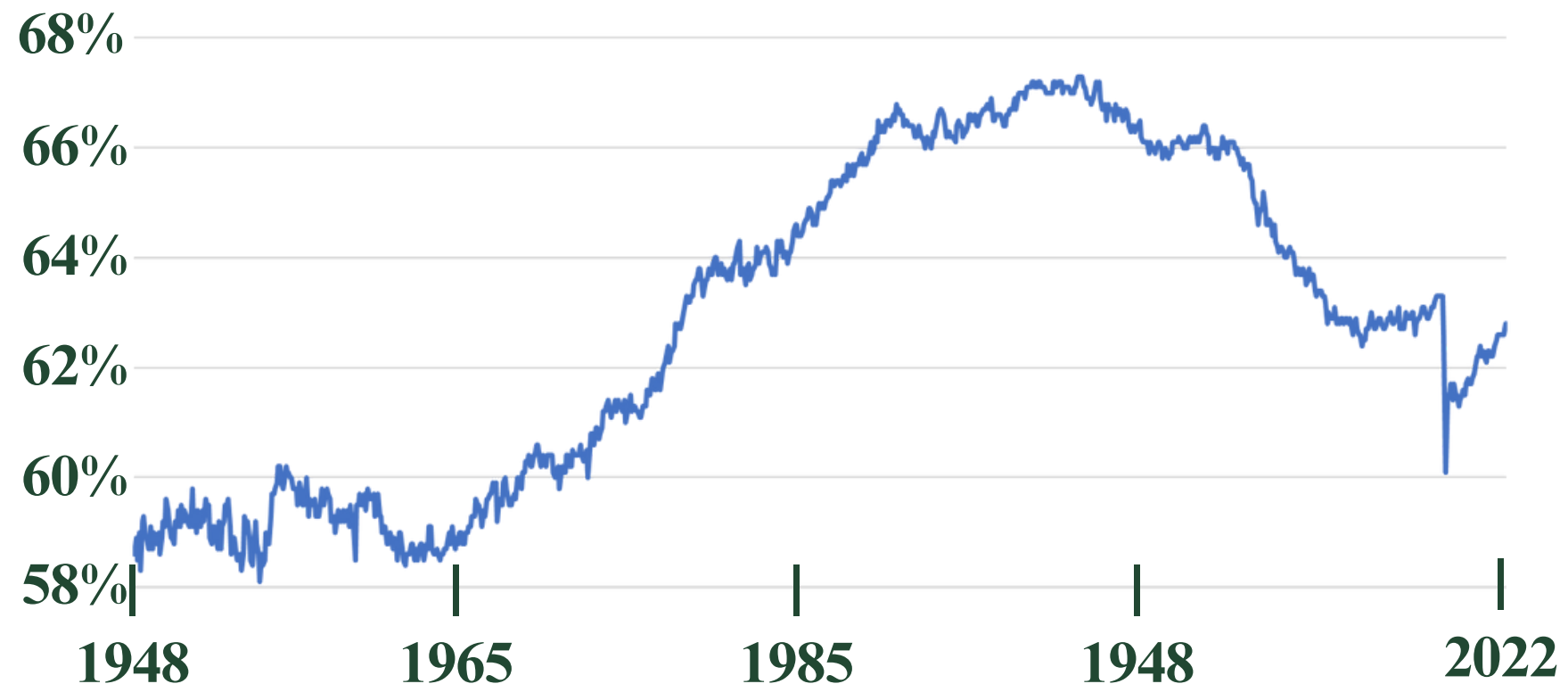


# Those “Not in the Labor Force”

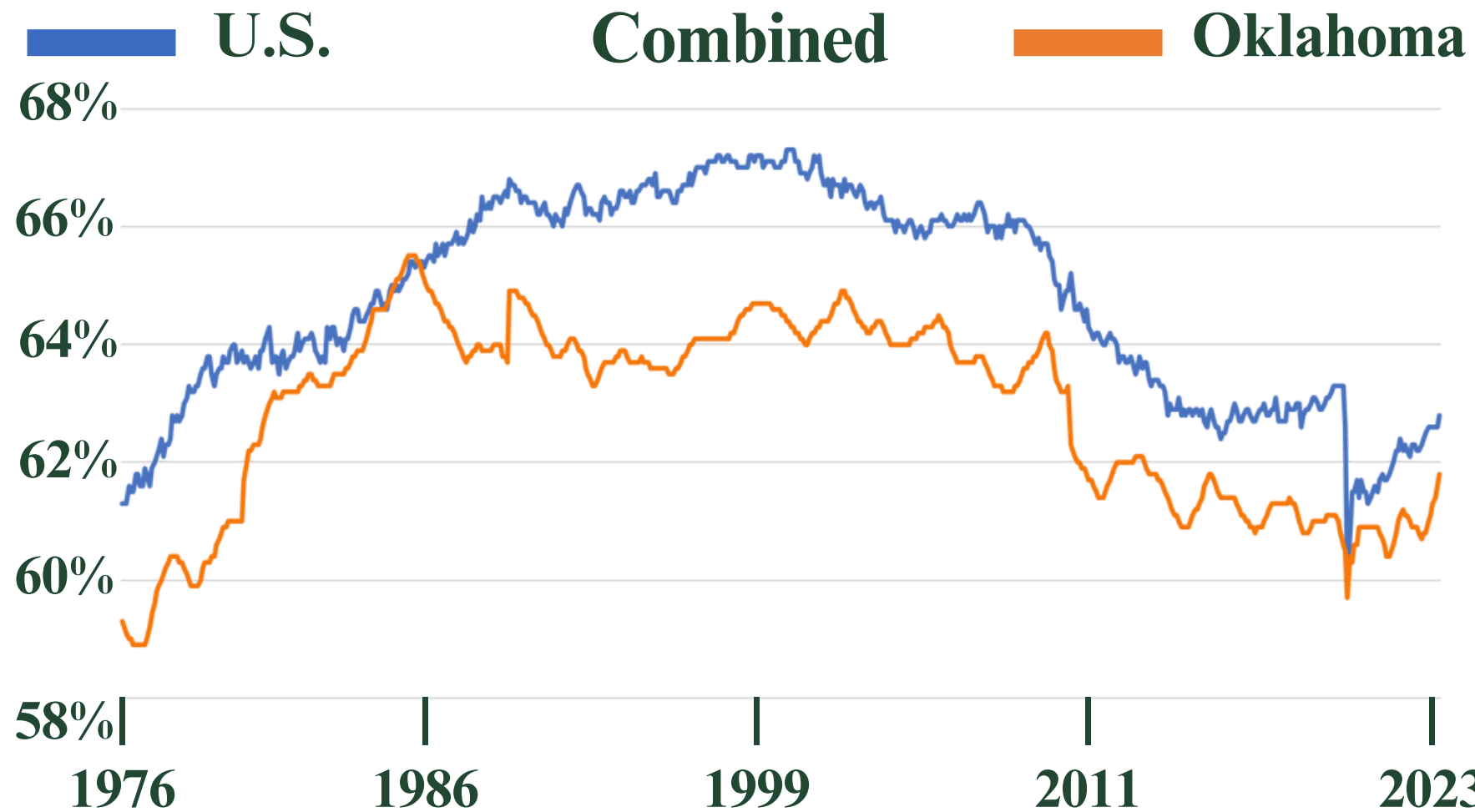
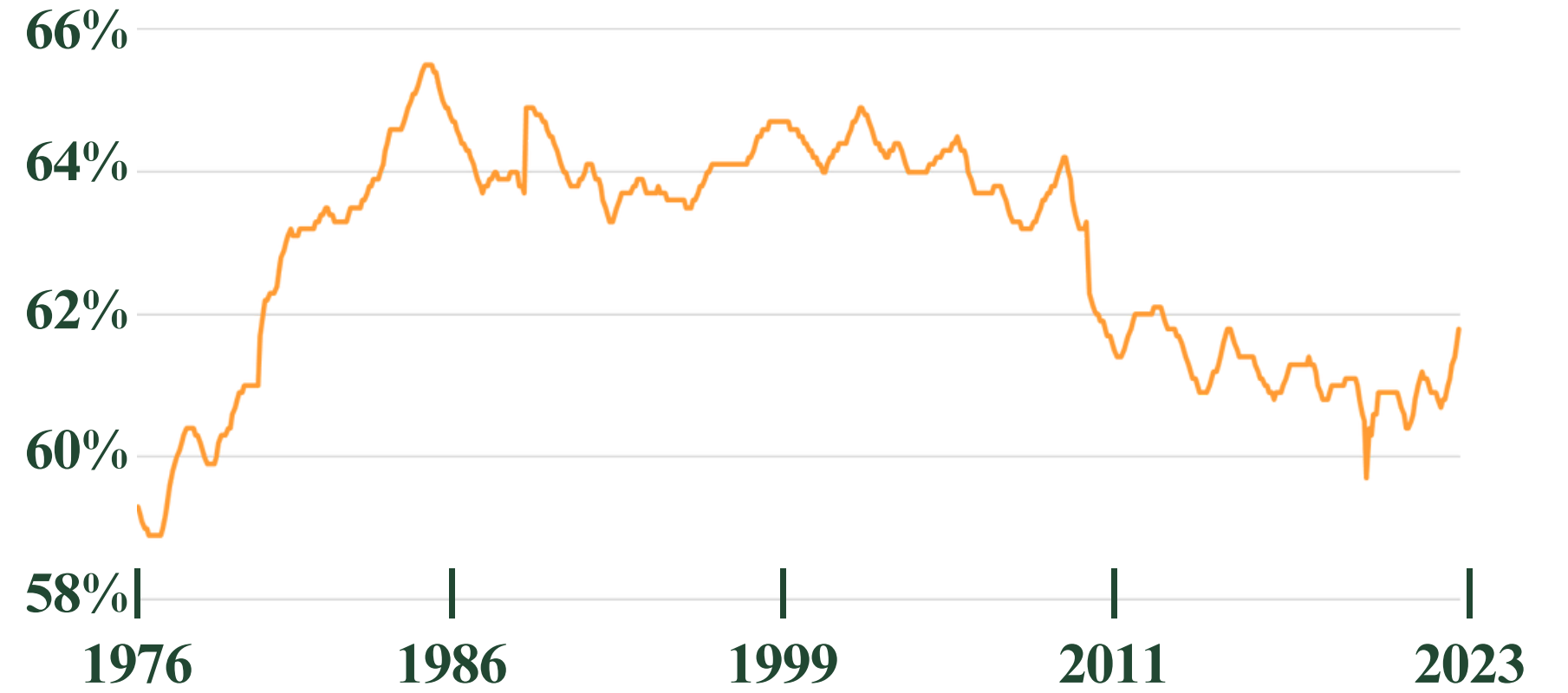
*Oklahoma Employment Security Commission*

- Of all the people not in the labor force in Oklahoma, 57.2% are aged 55+ and only a quarter of them are in their prime working years (ages 25-54)
  - Almost 60% are females (59.4%)
- Some of these Oklahomans do report that they “want a job” but that number is fewer than 70,000. Most of these people have not looked for a job in at least a year
  - Likely at least 20,000 to 25,000 of these people are available to work now
- Recent labor market conditions have reduced the number who are “Not in the Labor Force” and have increased the ranks of those who want a job.

# US Labor Force Participation Rate



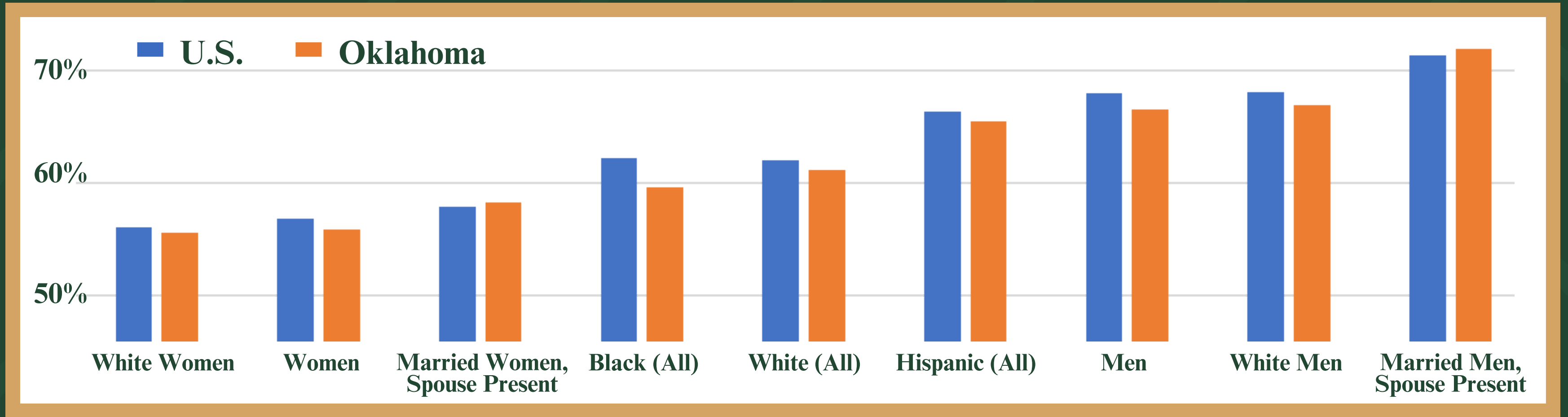
# Oklahoma's Labor Force Participation Rate



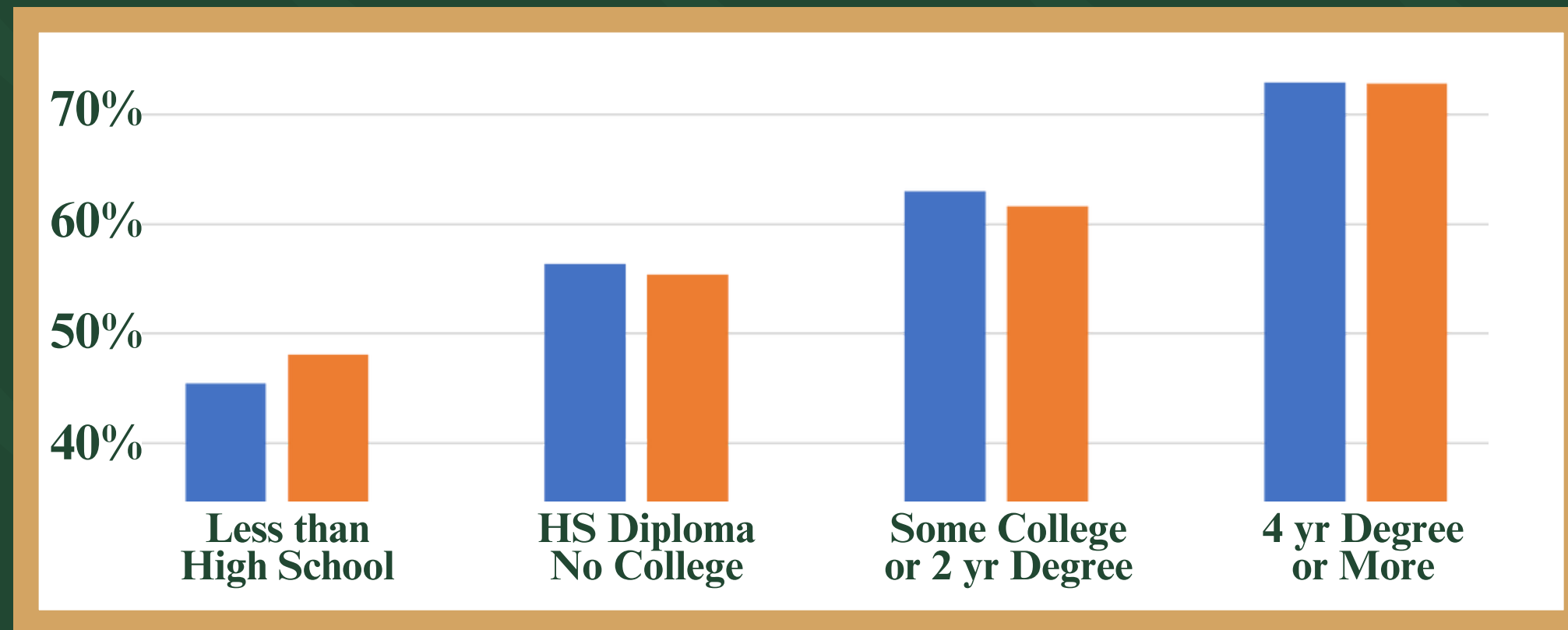
# OK - US Labor Force Participation Gap



# Labor Force Participation Rate By Demographic: 2022 US & OK



## By Educational Attainment: 2022 US & OK





# Oklahoma CareerTech: Skills Centers

*Oklahoma Department of Career and Technology Education*



**Brent Haken**  
CareerTech  
State Director

⚙️ A division of ODCTE, Skills Centers serve individuals incarcerated in state institutions. Aims to reduce recidivism through career opportunities

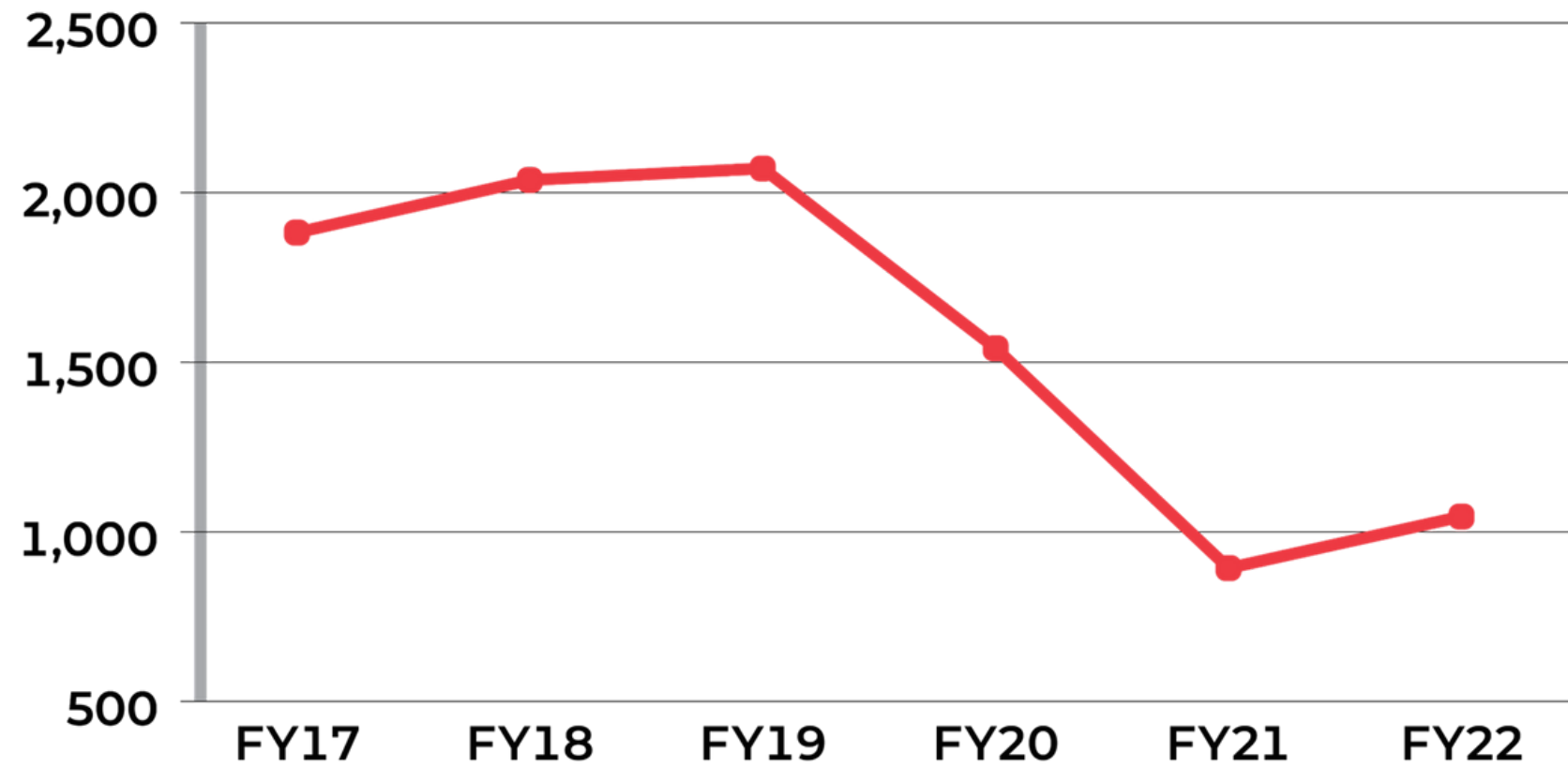
⚙️ Program areas & certifications include:

- Basic Manufacturing
- Cabinet Making/Carpentry
- Precision Machining
- Transportation, Distribution, Logistics (CPT)
- Welding
- Electrical Trades
- HVAC
- Licensed Trades (Journeyman)
- Pet Services (Juvenile)
- STEM (Juvenile)
- CDL-Truck Driver Training
- Career Readiness
- Automotive-Transmission
- Automotive-Engine Performance
- Automotive-Suspension

# Oklahoma CareerTech: Skills Centers

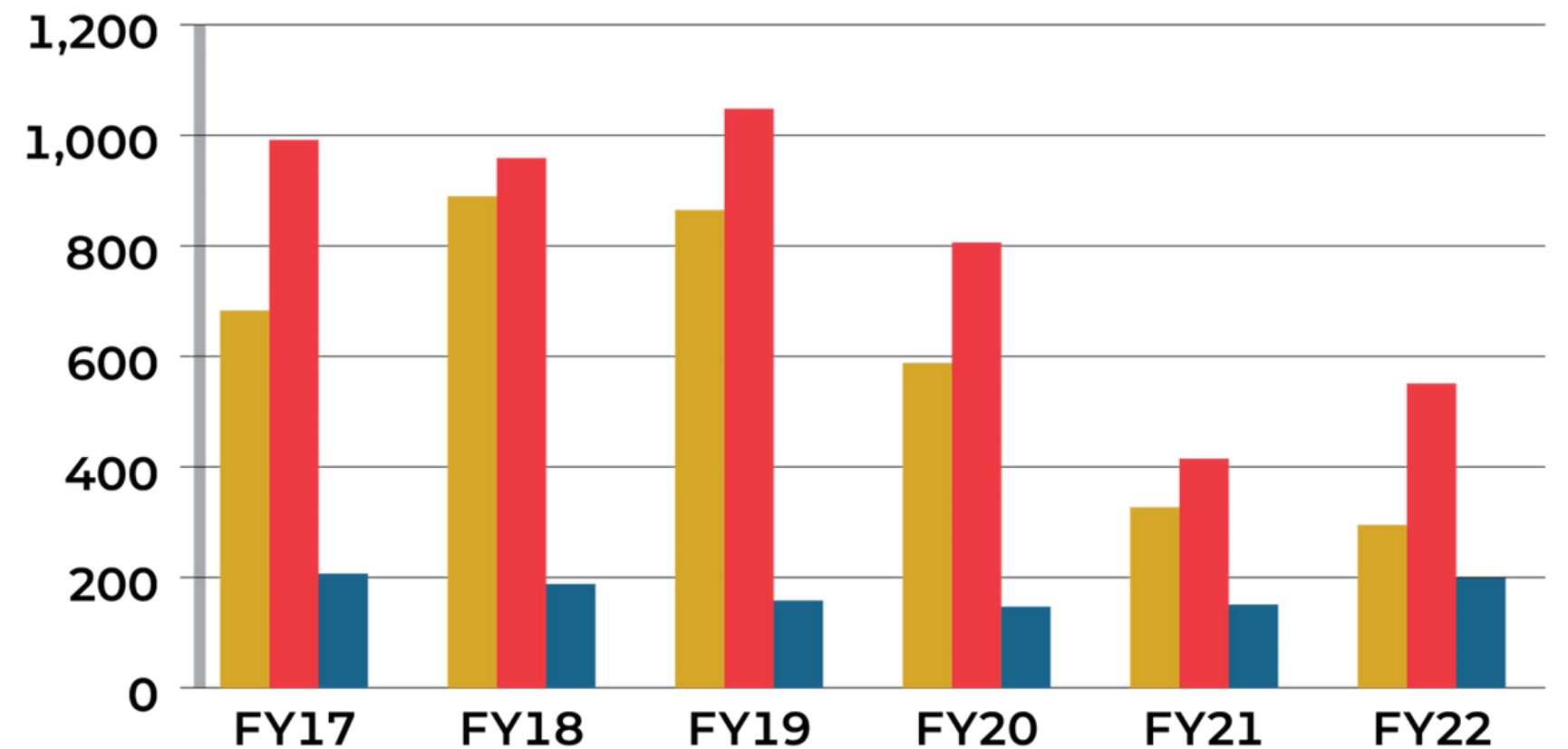
*Oklahoma Department of Career and Technology Education*

 SKILLS CENTERS ENROLLMENTS



 SKILLS CENTERS ENROLLMENTS

■ Short-term ■ Full-time ■ Partner program



# Oklahoma High School Graduation Rates

*Oklahoma Department of Career and Technology Education*

## Identifying shortfalls

- Oklahoma's graduation rate is 79.9%
- An excess of 10,000 students fail to graduate in every senior class
- 279,000 adults in Oklahoma do not have a high school diploma or equivalency

## What increases graduation rates?

- **Benchmarks of Success**
  - Recognized Credentialing and Practice of Skills
- **Motivation Toward Interests**
  - Outcome Endorsements
- **Identifying Bridges Over Obstacles**
  - Interchangeable Courses

## Results = Flexibility that Allows Transition to Productive Life

# Career Opportunities & Academic Preparedness

*Oklahoma Department of Career and Technology Education*

## Highlighting Career Opportunities

- Early Exposure
  - Increase ICAP implementation by interagency collaboration
- Interchangeable Courses
  - STEM, Accounting, Physics, and CTE Programs allow exploration as well as credit in many states
- Emphasis placed on ALL students' career interests

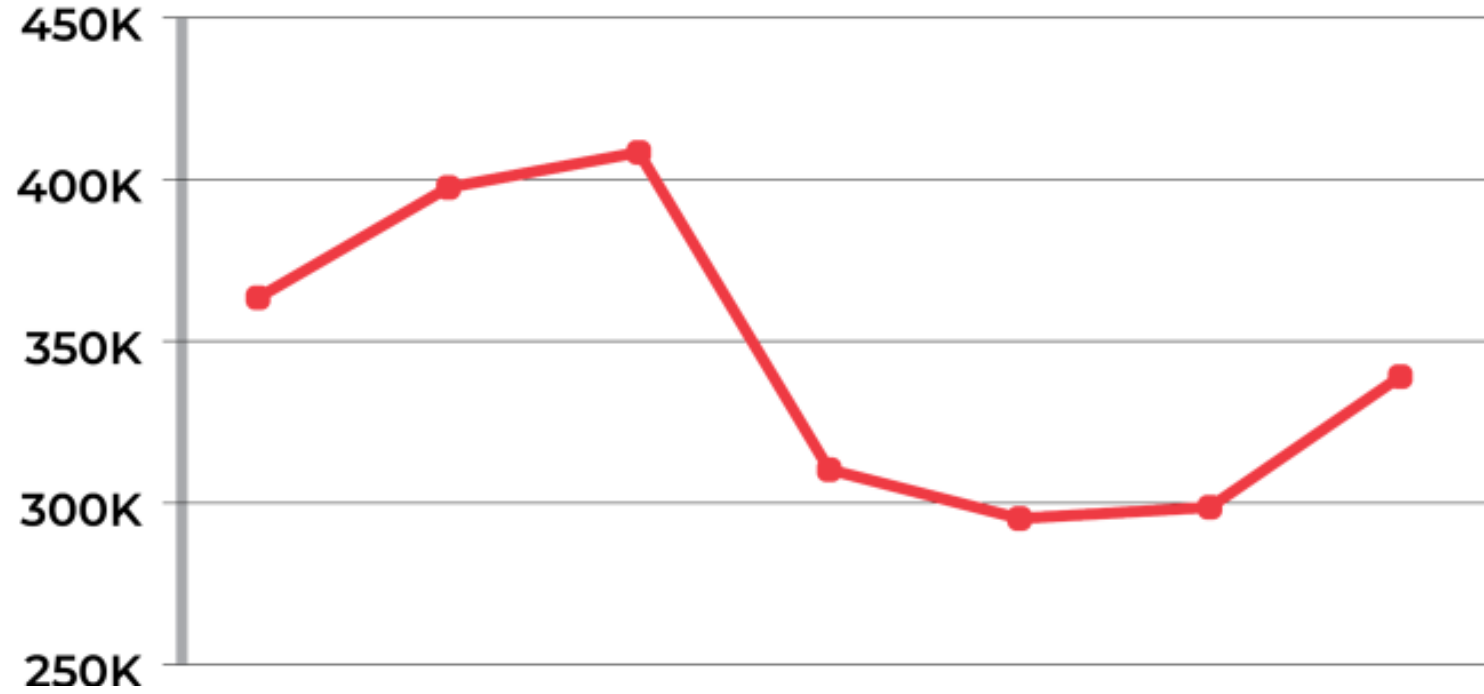
## Increasing Academic Preparedness

- Removing curriculum requirement barriers
- Increasing expectations in career-linked academic courses
- Emphasizing content derived
  - laboratory science courses
  - mathematics courses



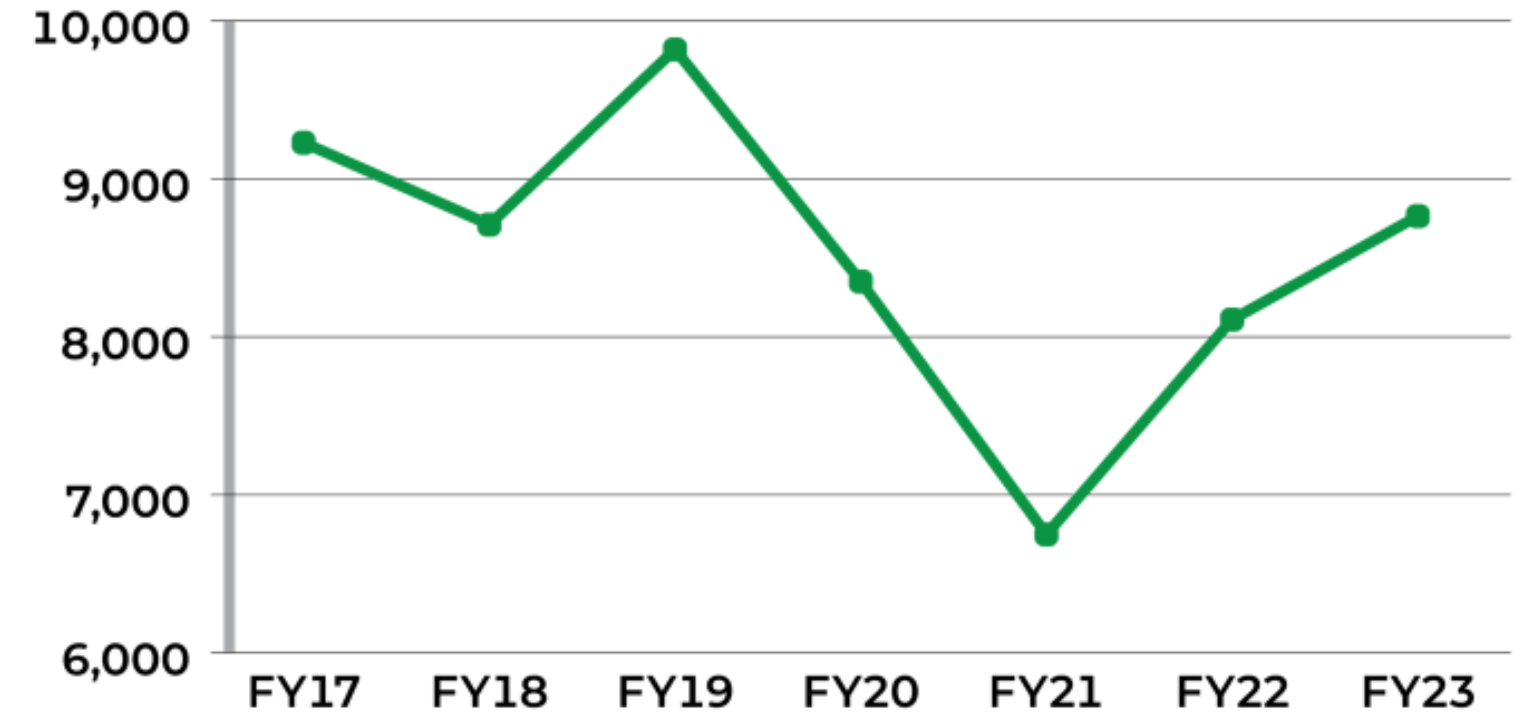
## TECHNOLOGY CENTER ENROLLMENTS

Totals from 29 districts



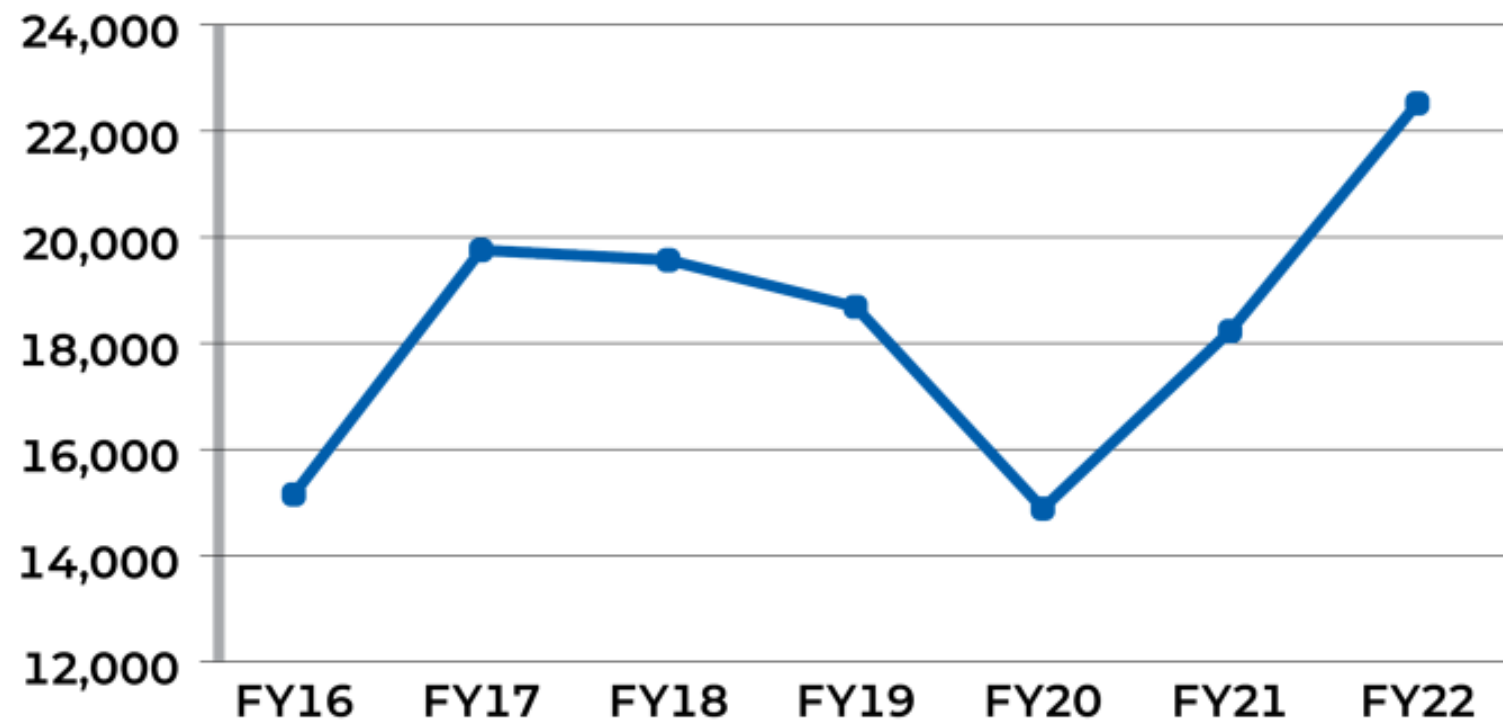
## TOTAL BUSINESSES SERVED

By technology centers, duplicated in some categories



## INDUSTRY-ENDORSED CERTIFICATIONS

+48.63% change from FY16 to FY22



## TECHNOLOGY CENTER COMPLETERS

FY Completers

<b>12-13</b>	<b>12,076</b>	<b>17-18</b>	<b>13,818</b>
<b>13-14</b>	<b>12,442</b>	<b>18-19</b>	<b>13,940</b>
<b>14-15</b>	<b>12,300</b>	<b>19-20</b>	<b>13,531</b>
<b>15-16</b>	<b>13,258</b>	<b>20-21</b>	<b>13,310</b>
<b>16-17</b>	<b>13,438</b>	<b>21-22</b>	<b>13,511</b>

# Career Tech: Priorities & Role in Traditional Ed

*Oklahoma Department of Career and Technology Education*

Our priorities are simple:

Serving Uneducated Adults



Serving Incarcerated Individuals

Changing the Narrative on Career Paths

- Our comprehensive programs are a foundation of workforce need and take academic content and show application in grades 5-12
- Our Technology Centers serve as an extension of their high schools similar to a cooperative of communities working to fill educational gaps and to accelerate students' preparedness to any post secondary entity. They are diverse, independent post-secondary platforms that send people directly to work
- Our system serves as the largest student motivator in the state with a CTSO membership near 100,000 students

*The goal of creating a workforce starts with empowering individuals!*

# Oklahomans with a Disability in the Workforce

*Dale Rogers Training Center*



**Deborah Copeland**  
**DRTC**  
**Executive Director**

- ⚙️ **16% of Oklahomans are people with a disability**
  - **32% of Oklahomans not participating in the labor force are people with a disability**
- ⚙️ **Employed persons with a disability were more likely to be self-employed at 9.5% compared to than those with no disability at 6.1%**
- ⚙️ **Labor Force Participation for working age people with a disability is 41.2% compared to 78.2% for people without a disability**

# SourceAmerica 2023 National Survey

*Dale Rogers Training Center*

**57% of Americans with disabilities** believe that their disability has limited their career opportunities



**58% of those with disabilities** experienced workplace-related discrimination as early as during the job interview, compared to only **26% of Americans without disabilities**





# Expanding the Labor Pool

*Inclusive Employment Initiatives*

*Dale Rogers Training Center*

 **Flexible Work Arrangements**

**Employee Resource Groups** 

 **Diversity Recruitment**

**Diversity Training** 

 **Accessibility Initiatives**


**Mentoring & Sponsorship** 

 **Inclusive Policies & Practices** 

# Areas to Highlight in Oklahoma

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## *Dale Rogers Training Center*

-  **Vocational Rehabilitation Services for job training and placement services**
-  **Transition School-to-Work Services for students graduating from Special Education**
-  **Wider range of Transportation services to support employment**
-  **Accelerator/Incubator Programs for Entrepreneurship and Self-Employment**
-  **Employment First systems and support for people with significant disabilities**

# Challenges for Parents in the Workforce



## *Oklahoma Partnership for School Readiness*

- ⚙️ **Children in *quality early learning* today are the *workforce of tomorrow***
  - ECCE programs are a critical part of the economic infrastructure
- ⚙️ **Oklahoma faces a critical shortage of quality child care across the state**
  - 34 of Oklahoma's 77 counties qualify as child care deserts
  - 55% of Oklahoma's population lives in a child care desert
- ⚙️ **Lack of child care holds back Oklahomans from entering the workforce - greater impact on women**
  - Since the pandemic, nationally 2.3 million women have left the workforce
  - child care in Oklahoma costs more than working families can afford
- ⚙️ **The median income in Oklahoma County is roughly \$58,239. The cost of an infant in child care in Oklahoma County is approximately \$11,080 - 20% of that an average income**

# Reasons for Lack of Child Care

## *Oklahoma Partnership for School Readiness*

- **Fewer people are entering the early child care & education profession**
  - Why: low earning potential and lack of benefits
  - Bureau of US Labor statistics: average wage for an ECCE professional in OK is \$22,790 or \$11 per hour – 176% of the Federal Poverty Level for a single adult
- **As a result half of all ECCE professionals are enrolled in at least one public assistance program**
- **In a study of ECCE providers found that:**
  - 35% had no employer provided health insurance
  - 39% had no paid sick leave
  - 43% had no retirement plan
- **Staffing has become more unstable and ECCE programs are forced to limit access or close entirely**
- **Between 2017 and 2022, Oklahoma has experienced a 17.3% reduction in the number of licensed child care programs across the state**



# Conclusions

## *Oklahoma Partnership for School Readiness*

- ⚙️ **The Child Care Crisis in Oklahoma is reaching critical mass.**
  - Oklahoma needs more licensed child care professionals, those in the industry need to be able to earn a living wage, and we need more child care slots across most of the state to allow parents, especially women, to stay in or re-enter the workforce
- ⚙️ **We need more collaboration to better align business, providers, nonprofits, and local governments to solve this crisis**
- ⚙️ **Child care providers are small businesses serving as economic engines that power the workforce of tomorrow**

*When we invest in high quality early childhood education, we save money in the long run by investing in our future workers by building their skills from an early age*

# Policy Recommendations

## *Oklahoma Partnership for School Readiness*

 **Bolster scholarships for early education professionals**

**Offer wage supplements and/or refundable tax credits to encourage degree completion**



 **Reestablish child development centers operated by higher ed and career tech**

**Broaden eligibility for child care subsidies, raise the provider reimbursement rate, and fully fund the existing child care subsidy program**



 **Extend the Child Care Desert Grants program**

**Expand tax credits for families struggling to afford child care**



 **Encourage businesses to provide dependent care FSA programs supplemented by employers**

# Greater OKC Employment Sectors

*Greater Oklahoma City Chamber of Commerce*

 **Aerospace & Aviation**

 **Government**

 **Healthcare & Social Assistance**

 **Manufacturing**

 **Retail Trade**

 **Professional, Scientific  
& Technical**

**134,000 Jobs**

**88,300 Jobs**

**40,600 Jobs**

**134,000 Jobs**

**134,000 Jobs**



**Drew Dugan**  
Greater OKC  
Chamber  
VP - Education

# Transportation & Distribution Trades

*Greater Oklahoma City Chamber of Commerce*

## HIGH SCHOOL

**\$32k - \$45k**

- Light Truck Drivers
- Bus Drivers
- Laborers & Freight, Stock, and Material Movers



## POST-SECONDARY:

### Certificate/Apprentice

**\$46k - 58k**

- Bus & Truck Mechanics & Diesel Engine Specialists
- Mobile Heavy Equipment Mechanics
- Industrial Machinery Mechanics
- Automotive Body Repairers
- Heavy & Tractor-Trailer Truck Drivers



## POST-SECONDARY:

### Associate's Degree

**\$58k**

- First-Line Supervisors of Transportation & Material Moving Workers



## BACCCALAUREATE

### Bachelor's/Master's

**\$52k - \$80k**

- General & Operations Managers
- Logisticians
- Sales Representatives



# Retention Strategies

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## *Greater Oklahoma City Chamber of Commerce*

-  **InternOKC, providing professional development and exposure to OKC for Summer interns**
  - Over 320 interns participated in 2023, with additional 575+ over 2021-22 (5500 since 2006)
  - Last three years, approximately 50% of interns completed micro credential in Professional Development
-  **ABetterLife Website with talent recruitment and recruitment tools; Net Cost Calculator etc.**
-  **Chamber sponsored regional childcare study in partnership with City of OKC and regional employers/partners**

# Factors Impacting Talent Retention & Recruitment

*Greater Oklahoma City Chamber of Commerce*

## Housing Costs

- While housing costs in Oklahoma are lower, in comparison to the nation—rising costs are becoming burdensome to some households, impacting economic mobility

## Access to Childcare

- In 2021, childcare negatively impacted more than 1 in 10 Oklahomans, causing them change jobs, reduce hours or leave jobs—causing a \$1.2B in lost productivity

# Key to Home Initiative

*Greater Oklahoma City Chamber of Commerce*



**Spending \$12.5 million**



**Focused on Chronic Homelessness**



**Innovative Strategies**

# Questions from Members

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## Business & Commerce

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*Chaired by Senator Bill Coleman*